



Town Hall Meetings March 8 & 9 2004





AGENDA



- I. QUESTIONS & ANSWERS
- II. COMMENTS/QUESTIONS



FSH MEOs



Most Efficient Organizations (MEOs):

- > Performs PRD work
- New structure; No old positions
- Will change as new work is added to PRD



FSH CGA



Continuing Government Activity (CGA):

- Performs inherently Government Work, to include all non-PRD work:
 - Develops policy
 - Obligates the Government
 - > Approving Purchases
 - > Etc.
- Performs quality assurance evaluations of PRD work
- Function as Contracting Officer Representatives (CORs) for Government Furnished Contracts (GFCs)





QUESTION: What FTE plus-ups does the Commander plan on implementing before the implementation date?





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ANSWER:

 Changes to FTE strengths are still being assessed to reflect current work requirements





QUESTION: I feel vulnerable because I did not see my series in the MEO structure. Why?





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- Employees will be placed IAW RIF rules.
- Abolishment of old job series does not mean you will not be matched with a position in the new structure.





QUESTION: When will the CGA stand-up and how will personnel be selected for those positions?





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- Same timeline as MEO 2 Aug 04
- RIF process will be followed to match employees to CGA positions

CPAC/CPOC TIMELINE



QUESTION: When is the proposed implementation date? What is the Timeline of events until the implementation date?

	Mar	Apr	M	ay J	un J	ul	Aug
		S	ер				
First Wave of VERA/VSIP Buyout							
Complete Feb 04 Second Wave of VERA/VSIP Buyouts	∑ 8- 12						
Initial RIF Notices				· <u>\</u>			
Improve Notices				·		<u> </u>	
Implement MEO (RIF Effective)							





QUESTION: How can buyouts be given when contractors are "probably" staying and new positions are being added?





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- Total number of positions is decreasing.
- Buy-outs helps get us there.
- Government furnished contracts (GFC) support non-PRD functions





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- Due to privacy concerns, there are no plans to publicize this information.
- Individual concerns should be coordinated with supervisor and/or CPAC representatives.





QUESTION: When will the rest of the buyouts be offered?





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- Additional offers are possible after current buy-outs are settled.
- More buy-out offers possible after RIF notices are issued.





QUESTION: What is the selection criteria for buyouts and why are VERAs being offered to employees with less seniority?





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ANSWER:

- Job categories (by grade level), then by seniority
- Less senior employees in certain job series could be offered buy-outs before more senior





QUESTION: Approximately when will RIF notices be going out (if any)?





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ANSWER:

1 June 2004 - to allow 60-day notice period





QUESTION: When will the mock RIF results will be implemented?





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- Mock RIF results will not be implemented.
- Mock RIF results are used as a planning tool only.





QUESTION: Why are the buyouts not done according to the mock RIF--To preclude bumping?





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ANSWER:

 Mock RIF results were used as a guide in planning buy-outs.





QUESTION: Are resumes being checked at all to fill positions in the event of buyouts?

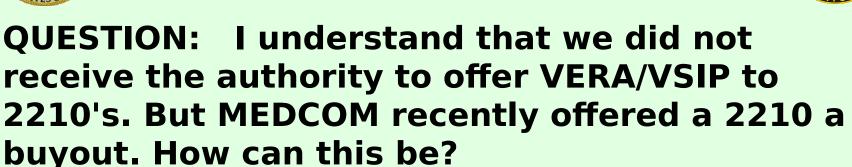




QUESTION: Are resumes being checked at all to fill positions in the event of buyouts?

- Positions vacated by buy-outs will not be refilled.
- However, personnel data will be used to match employees to new MEO/CGA positions.









QUESTION: I understand that we did not receive the authority to offer VERA/VSIP to 2210's. But MEDCOM recently offered a 2210 a buyout. How can this be?

- Authority to buy-out -2210 series has not yet been received by USAG
- USAG will comply with the buy-out rules
- USAG is not in a position to explain MEDCOM's buy-out action





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- -2210 series personnel receive special pay rate
- Buy-outs of -2210 personnel requires approval from Assistant Secretary of the Army (ASA)





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- Positions vacated by buy-outs will not be refilled.
- Hiring actions will occur for -2210 positions in new MEO/CGA structure





QUESTION: What are the other Special Pay classifications at FSH besides 2210's?





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- Engineers
- Police Officers
- Certain healthcare occupations





QUESTION: How much longer will ITBC remain in Buildings 4190 and 2840?





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ANSWER:

 Space assignments for all MEO/CGA offices is still being studied.





QUESTION: What is going to happen to me, and when will I know what position I'm going to be placed in?





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ANSWER:

Cannot answer this question for each employee, but in general:

- Where only one employee qualifies for a new MEO/CGA position, a re-assignment will occur in near future
- Where multiple employees qualify, must await the results of buy-outs and RIF actions before assignments can occur
 - 45 buy-outs accepted / 64 new buy-outs offered





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ANSWER:

Save pay is based on permanent grade salary





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- Grade Retention lasts for 2 years.
- Pay Retention continues after 2 years, but with limited annual pay increases (i.e., step increases, annual pay adjustments)





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- There are two types of USARSO support positions:
 - USARSO's direct hiring actions should be applied for and will not be filled via RIF action.
 - MEO/CGA position increases to support USARSO will be filled via the RIF placement process.



ADDITIONAL COMMENTS QUESTIONS



WRITTEN -

Send to A76 Operations Center, Bldg 2272, Stop 76

PHONE -

CALL A76 HOT LINE (221-2439)

EMAIL -

- Berban, Jeana A. (jeana.berban@samhouston.army.mil)
- Howell, John M. (johnm.howell@samhouston.army.mil)

WEB LINK -

- http://www.samhouston.army.mil/a76
- CLICK ON < DISCUSSION GROUP ICON>
- ALL QUESTIONS RECEIVED WILL BE STAFFED WITH APPROPRIATE ORGANIZATIONS AND ANSWERS WILL BE POSTED ON THE A76 WEBSITE.